

May 3, 2016

# Texas Pharmacy Technicians Education and Job Opening Statistics

# Texas Pharmacy Technicians: Analysis of Educational Opportunities and Employment Demand

Key questions examined:

- If the only pathway to practice is ASHP training, will there be enough pharmacy technicians to meet the demand?
- Are ASHP-accredited training programs reasonably accessible to students? Will techs trained in metro areas be willing to practice in rural areas?
- Can technicians and, in the long run, pharmacies bear the financial burden of ASHP-accredited training?
- Are there reasonable alternatives?



# Pharmacy Technician: School-Based Education in Texas



# 2014 Top Programs

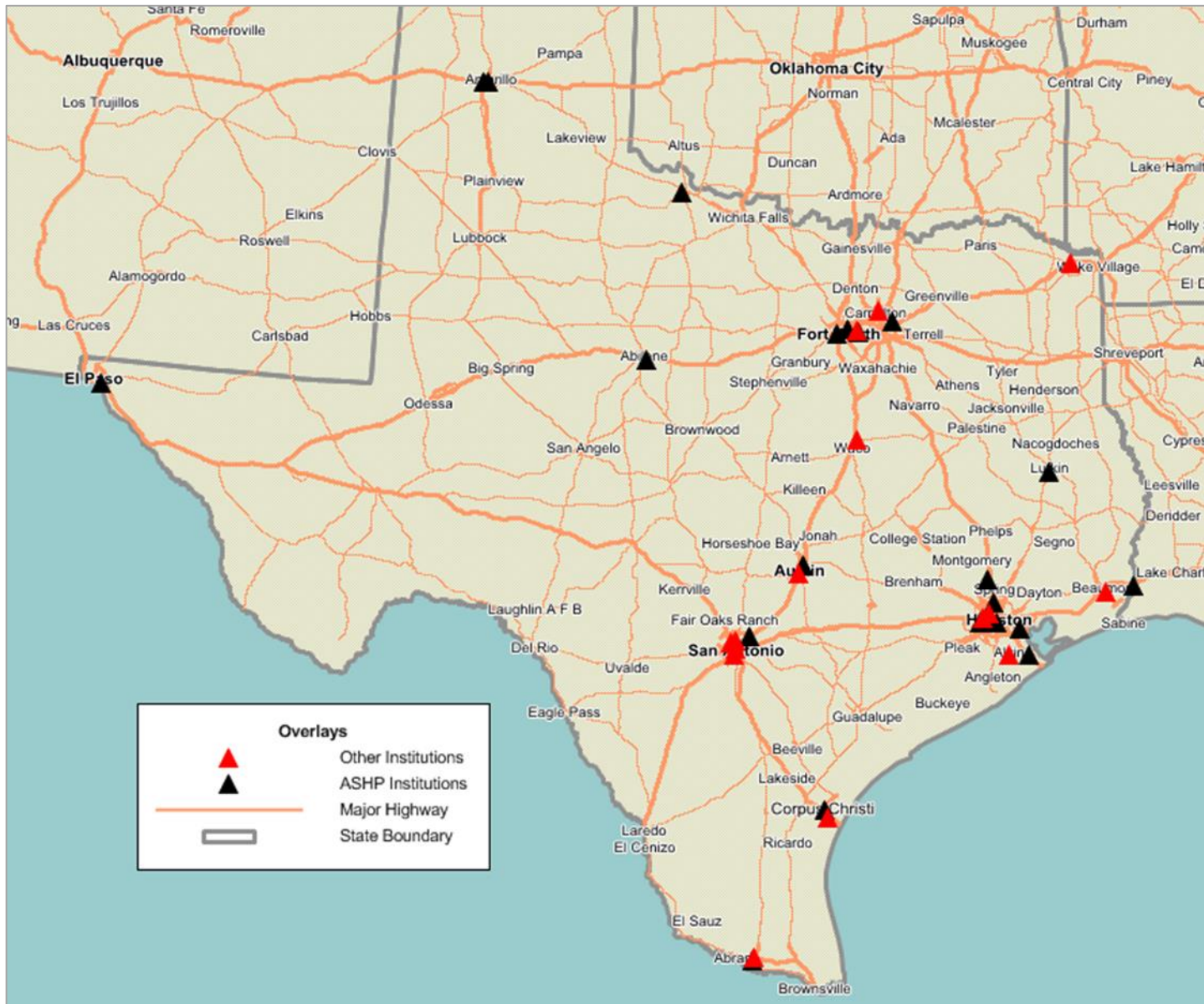
(based on completions)

- 22 schools had 20 or more completers in 2014
- Remington College leads the state with completions across its 4 campuses. Cost: \$20,520
- Program costs not reported for all schools. Statewide average across all schools reporting costs was @\$17,000

Institution	Accreditor	Sector	Cost of Program	2014
Southern Careers Institute-San Antonio		Proprietary	\$16,600	127
Remington College-Dallas Campus	ASHP	Private not-for-profit	\$20,520	105
Houston Community College	ASHP	Public	NA	57
Everest College-Arlington	ASHP	Proprietary	\$11,667	54
Remington College-Houston Campus	ASHP	Private not-for-profit	\$20,520	52
Sanford-Brown College-Houston	ASHP	Proprietary	NA	51
Kaplan College-San Antonio-San Pedro		Proprietary	\$15,727	50
Lone Star College System	ASHP	Public	NA	50
Remington College-Fort Worth Campus	ASHP	Private not-for-profit	\$20,520	43
San Jacinto Community College	ASHP	Public	NA	43
Southern Careers Institute-Austin		Proprietary	\$16,600	39
Remington College-North Houston Campus	ASHP	Private not-for-profit	\$20,520	38
Austin Community College District	ASHP	Public	NA	31
Northwest Educational Center		Proprietary	NA	29
Southern Careers Institute-Corpus Christi		Proprietary	\$16,600	29
Pima Medical Institute-Houston		Proprietary	\$12,975	24
Texarkana College		Public	NA	24
South Texas College	ASHP	Public	NA	22
Alvin Community College		Public	NA	20
Angelina College	ASHP	Public	NA	20
El Paso Community College	ASHP	Public	NA	20
Virginia College-Austin	ASHP	Proprietary	\$23,320	20



# Texas Institutions Offering Pharmacy Technician Programs



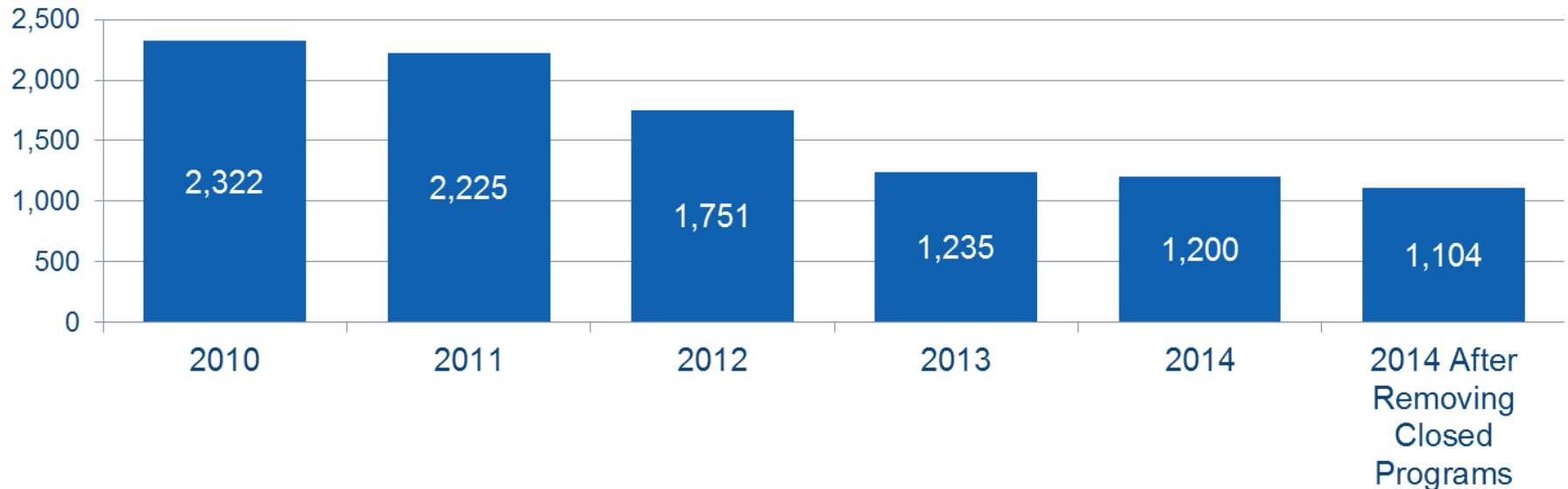
# Program Completions: Statewide

Completions were **down almost 50%** in 2014 compared to 2010.

## Pharmacy Technician Completions

Texas

■ Completions



“Completions” refers to the number of students completing a pharmacy technician program at an educational institution in Texas.

Source: The Integrated Postsecondary Education Data System for Classification of Instructional Programs 51.0805 (Pharmacy Technician).

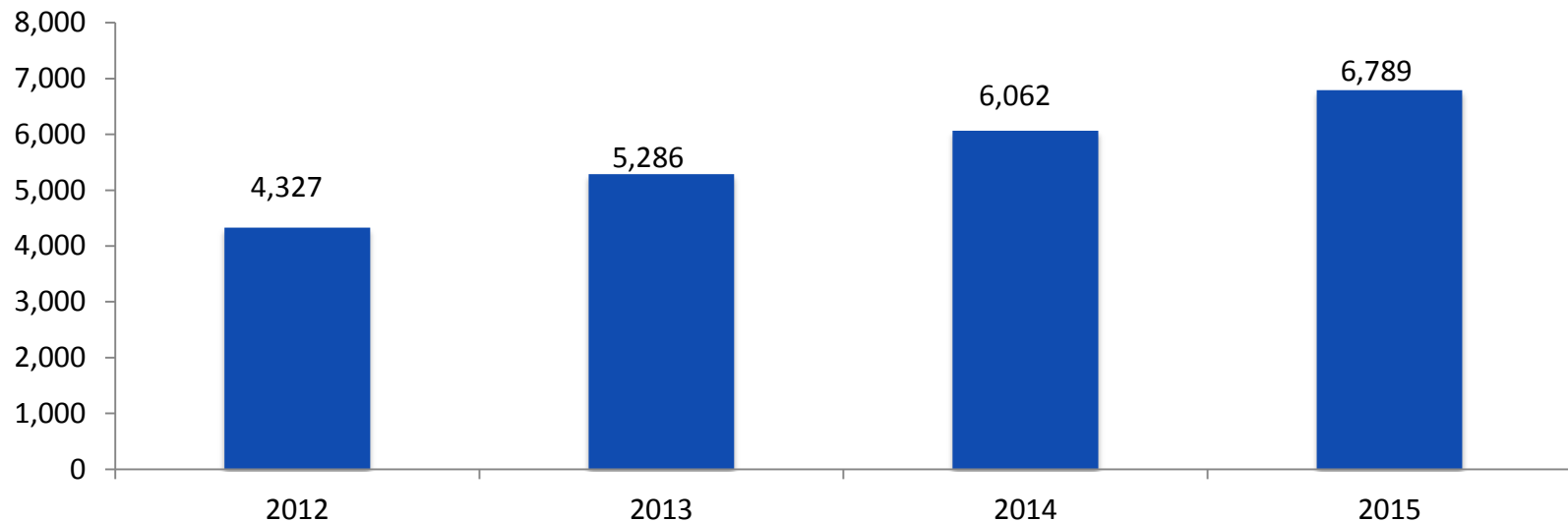
# Demand for Pharmacy Technicians in Texas



# New Job Postings: Statewide

New job postings are trending upward: **57% increase** since 2012.

## New Job Postings

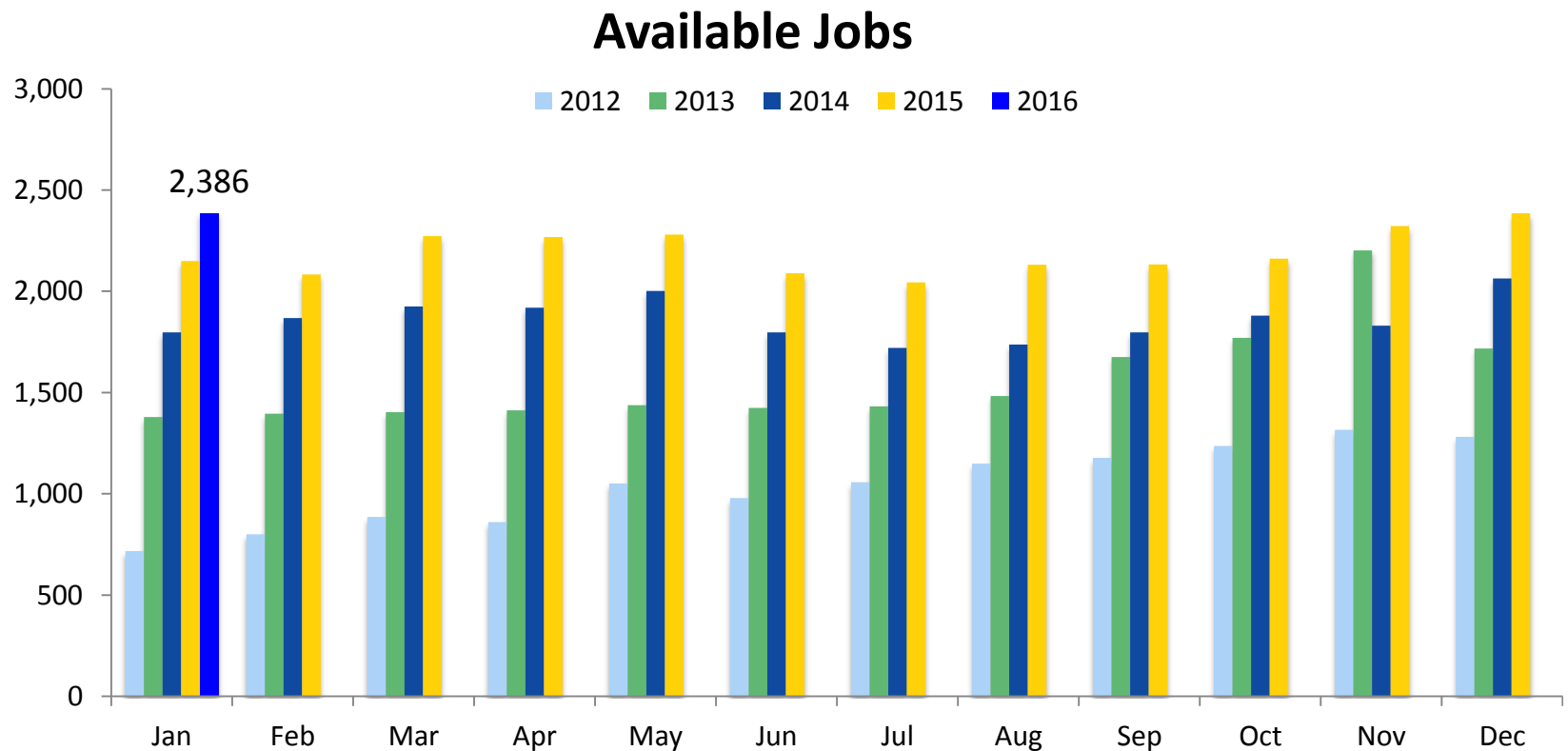


Source: Analysis of WANTED Analytics job postings for Standard Occupational Classification 29-2052 (Pharmacy Technicians).



# Available Job Postings: Statewide

The number of available jobs each month has been trending upward.



Source: Analysis of WANTED Analytics job postings for Standard Occupational Classification 29-2052 (Pharmacy Technicians).

# Pharmacy Technician Salaries: Nationally and in Texas

WANTED Analytics salary data:



# Regional Trends

Today, we will focus on the following regions\*:

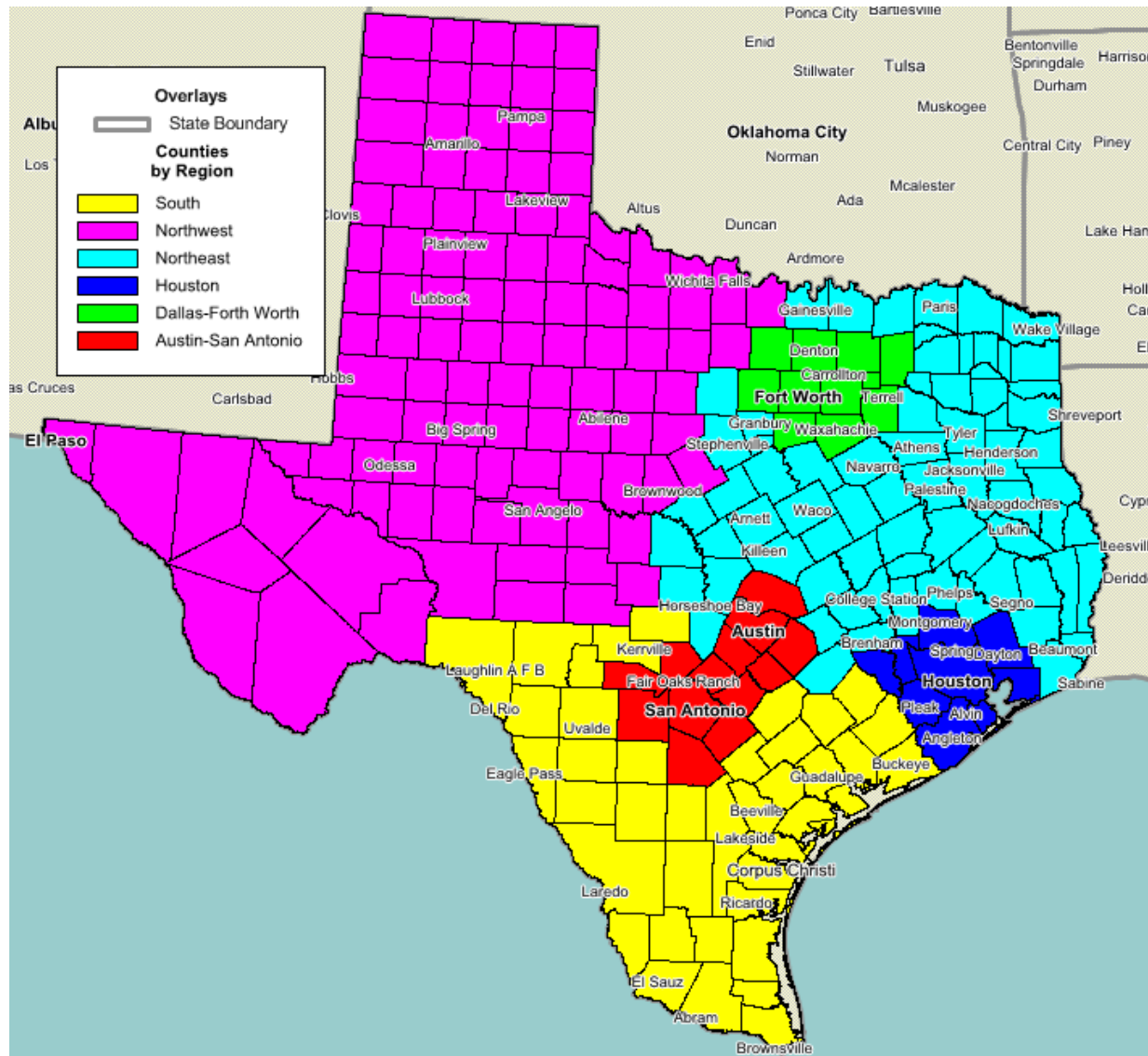
Austin-San Antonio

Dallas-Ft. Worth

Northwest

\* NHA examined the other regions and found similar results

# Texas Regional Map

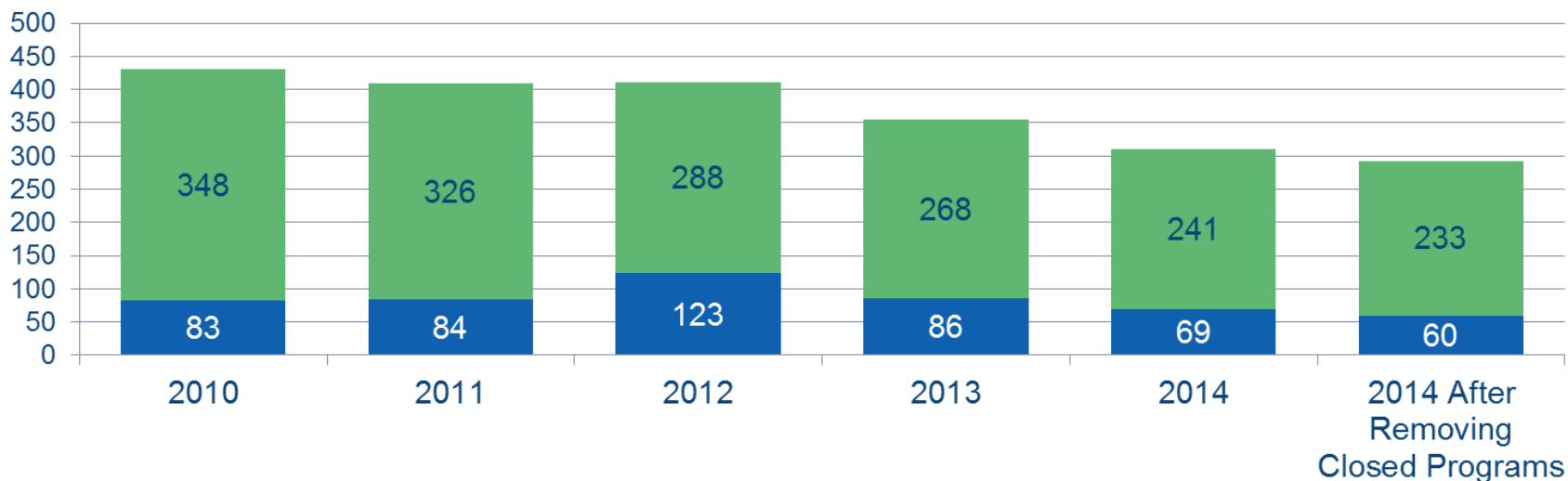


# Pharmacy Technician Completions: Austin-San Antonio

Completions were **down 28%** in 2014 compared to 2010.

## Pharmacy Technician Completions Austin-San Antonio

■ ASHP ■ Other

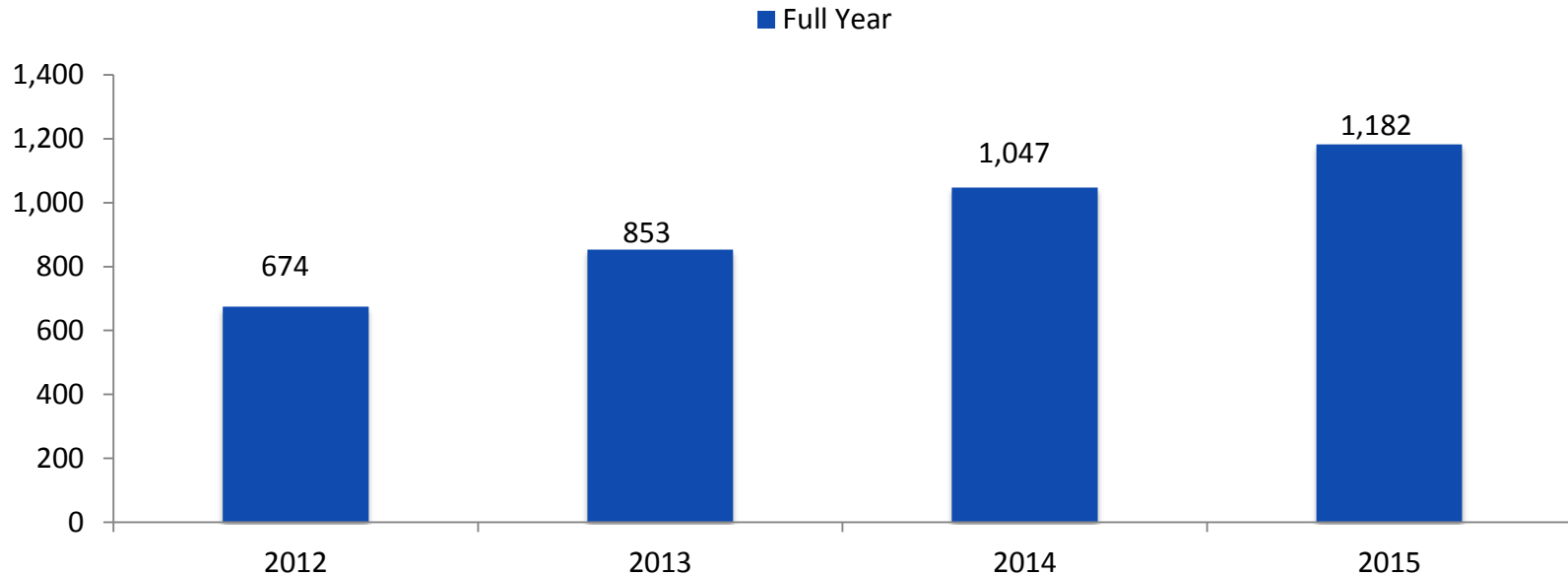


Source: The Integrated Postsecondary Education Data System for Classification of Instructional Programs 51.0805 (Pharmacy Technician).

# New Job Postings: Austin-San Antonio

New job postings are **up 75%** in 2015 compared to 2012.  
On average, there were **19% more jobs** available in 2015 vs 2014.

## New Job Postings



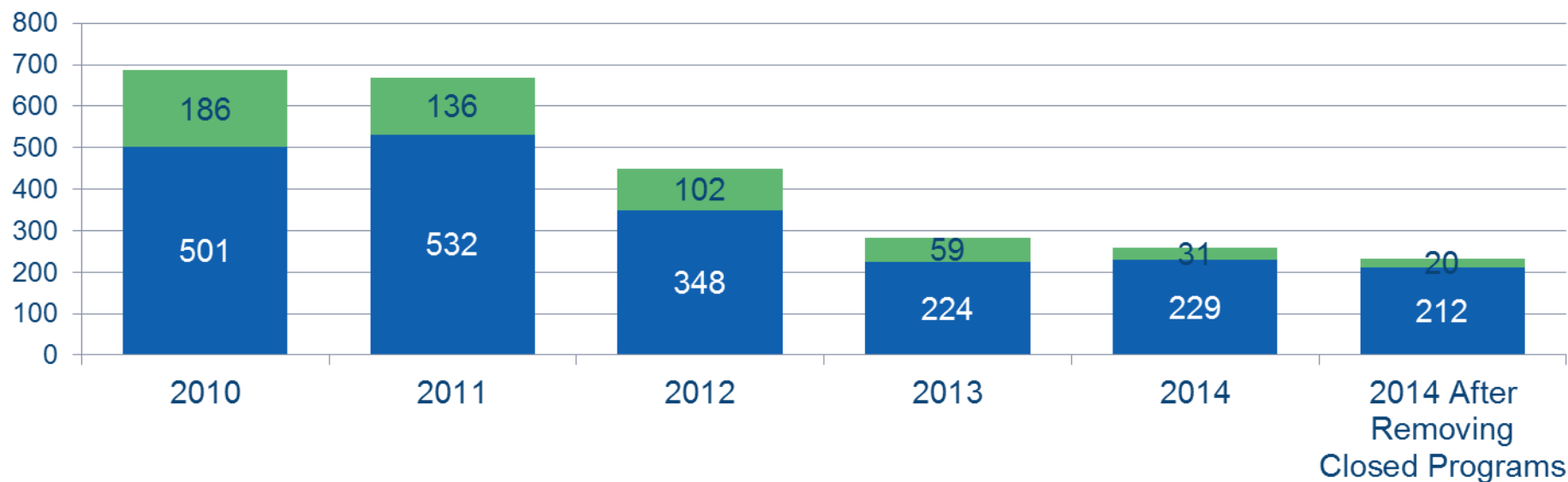
# Program Completions: Dallas-Fort Worth

Completions were **down 62%** in 2014 compared to 2010.

## Pharmacy Technician Completions

Dallas-Fort Worth

■ ASHP ■ Other



Source: The Integrated Postsecondary Education Data System for Classification of Instructional Programs 51.0805 (Pharmacy Technician).

# Top Programs by 2014 Completions: Dallas-Fort Worth

Only 6 programs with any completers in 2014 are still open today;  
17 program discontinued since 2012.

Institution	Accreditor	Sector	Award Level	Cost of Program	2010	2011	2012	2013	2014	Still Offered?
Remington College-Dallas Campus	ASHP	Private not-for-profit	Award of less than 1 academic year	\$20,520	156	148	106	92	105	
Everest College-Arlington	ASHP	Proprietary	Award of at least 1 but less than 2 academic years	\$11,667	0	116	91	55	54	
Remington College-Fort Worth Campus	ASHP	Private not-for-profit	Award of less than 1 academic year	\$20,520	80	95	50	59	43	
CCI Training Center-Arlington		Proprietary	Award of less than 1 academic year	\$13,350	0	30	44	29	18	
Sanford-Brown College-Dallas	ASHP	Proprietary	Award of at least 1 but less than 2 academic years	NA	52	94	78	7	15	No
Carrington College	ASHP	Proprietary	Award of at least 1 but less than 2 academic years	\$14,103	46	31	18	9	10	
Fortis Institute-Grand Prairie		Proprietary	Award of at least 1 but less than 2 academic years	NA	0	0	0	5	10	No
Asher College		Proprietary	Award of less than 1 academic year	NA	6	9	6	3	2	
Carrington College	ASHP	Proprietary	Associate's degree	NA	2	12	5	2	2	No
Navarro College		Public	Associate's degree	NA	4	4	1	0	1	No
Anthem College-Irving		Proprietary	Award of at least 1 but less than 2 academic years		0	0	34	22	0	No
Anthem College-Irving		Proprietary	Award of less than 1 academic year		48	56	0	0	0	No
ATI Career Training Center-Dallas		Proprietary	Award of less than 1 academic year		47	0	0	0	0	No
Everest College-Arlington	ASHP	Proprietary	Award of less than 1 academic year		95	0	0	0	0	No
Everest College-Fort Worth	ASHP	Proprietary	Award of at least 1 but less than 2 academic years		0	36	0	0	0	No
Everest College-Fort Worth	ASHP	Proprietary	Award of less than 1 academic year		69	0	0	0	0	No
Hill College		Public	Award of less than 1 academic year		3	1	1	0	0	No
Iverson Business School		Proprietary	Award of less than 1 academic year		4	9	0	0	0	No
Kaplan College-Dallas		Proprietary	Award of less than 1 academic year		8	0	0	0	0	No
Kaplan College-Fort Worth		Proprietary	Award of less than 1 academic year		16	0	0	0	0	No
Platt College-Dallas		Proprietary	Award of less than 1 academic year		39	14	3	0	0	No
Tarrant County College District		Public	Award of less than 1 academic year		10	14	14	0	0	No
Weatherford College		Public	Associate's degree		1	0	0	0	0	No

Source: The Integrated Postsecondary Education Data System for Classification of Instructional Programs 51.0805 (Pharmacy Technician).

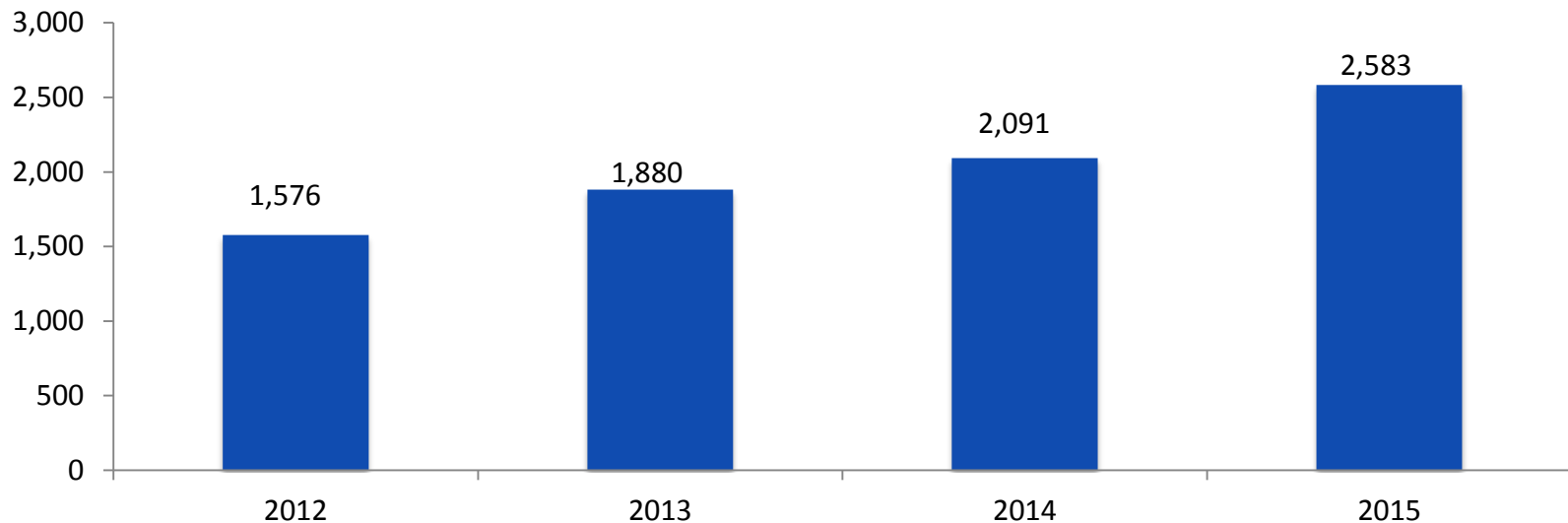


# New Job Postings: Dallas-Fort Worth

New job postings are up 64% in 2015 compared to 2012.  
On average, there were 26% more jobs available in 2015 vs. 2014.

## New Job Postings

■ Full Year



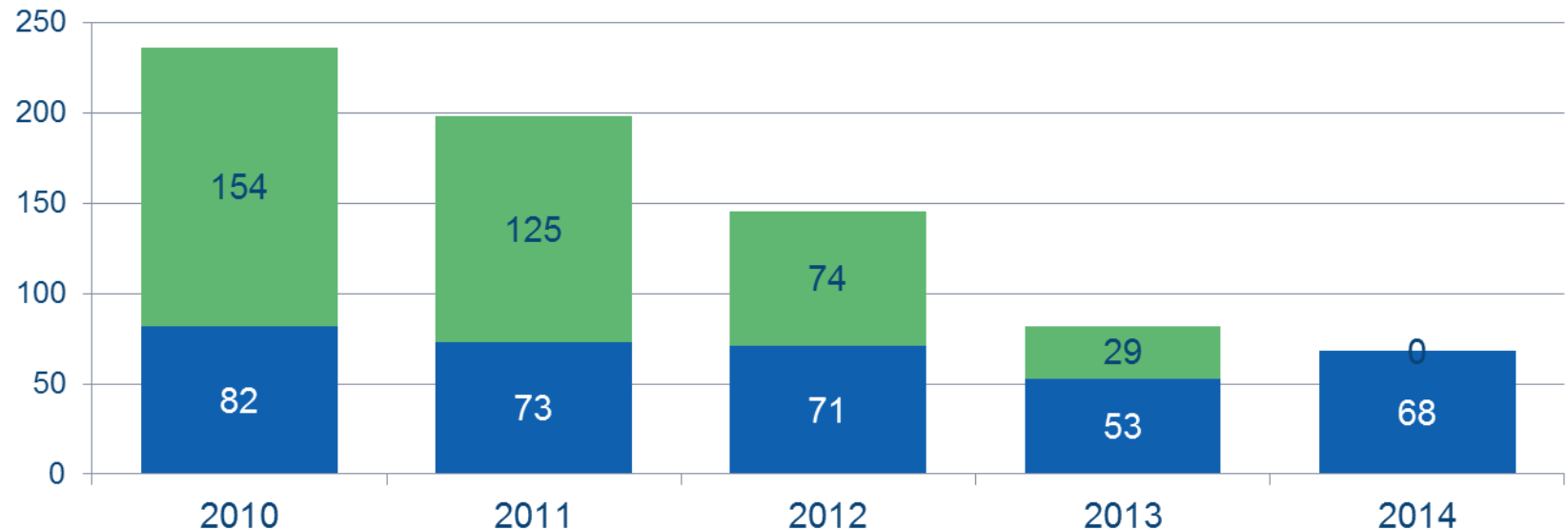
# Program Completions: Northwest

Completions were **down 71%** in 2014 compared to 2010

## Pharmacy Technician Completions

Northwest

■ ASHP ■ Other

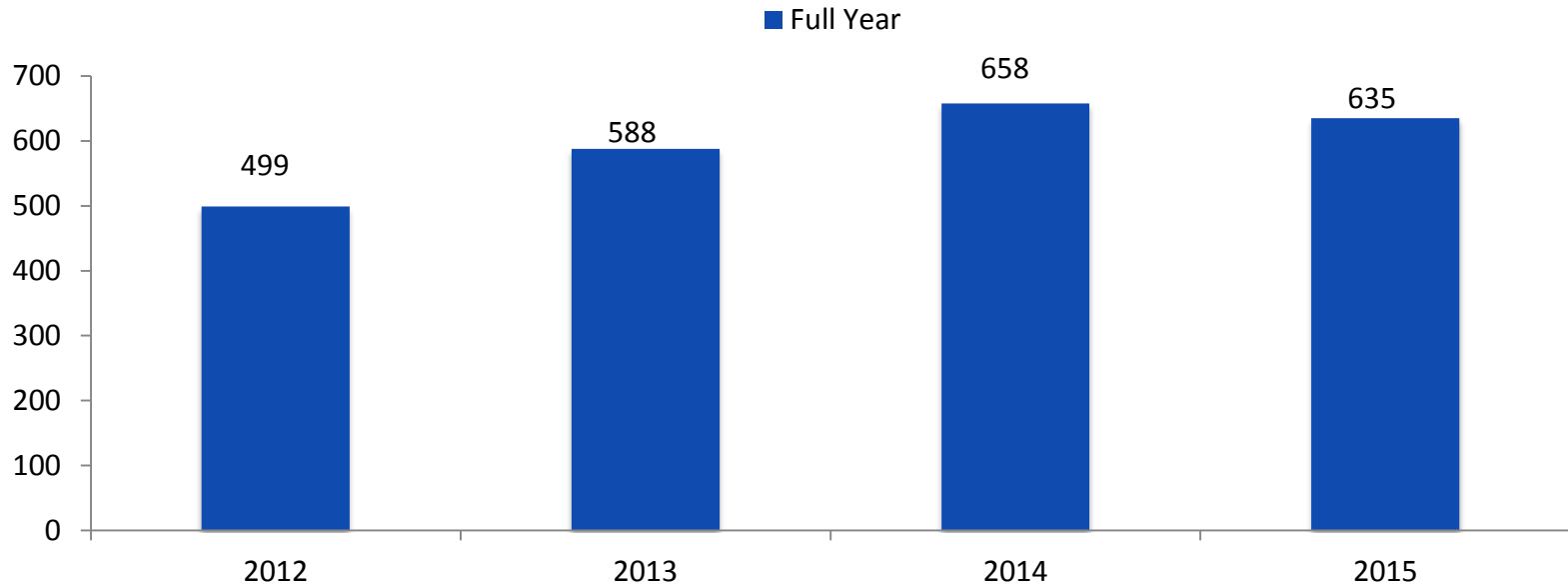


# New Job Postings: Northwest

New job postings were up 27% in 2015 compared to 2012.

On average, there were 10% more jobs available in 2015 compared to 2014.

## New Job Postings



## Recap

Will there be enough pharmacy technicians to meet the demand if the proposed educational requirements are put in place?

- Job postings are increasing
- Limited geographic accessibility to formal training
- Earnings potential disproportionate to cost of training

With limited pharm tech training locations outside of metro centers, will trained pharm techs be attracted to practice elsewhere in Texas?

- Today, the option of pharmacy-based pharm tech training allows local pharmacies to draw from their communities.



## Solution to Consider

Today, Texas only accepts PTCB certification.

Starting in 2020, only ASHP-trained candidates will be able to sit for the PTCE certification.

Solution: Approve the ExCPT certification for TX licensure:

- There is nothing in the laws or regulations that requires the Board to select only one exam.
- Texas law favors competition.



# About National Healthcareer Association

- NHA is a national certification provider, offering NCCA-accredited certification programs for allied health professionals.
- Originally formed in 1989, NHA has issued more than 500,000 certifications.
- In 2009, NHA acquired the Institute for the Certification of Pharmacy Technicians (ICPT) and the Exam for the Certification of Pharmacy Technicians (ExCPT).
- NCCA undertook a full review, as it does every five years, and reaccredited the ExCPT in 2013.
  - NHA provides NCCA with annual reports.



# Things You May Not Know

Both the ExCPT and PTCE :

- Are NCCA accredited, thus both are subject to rigorous third party standards of psychometric soundness;
- Are administered by third party testing centers;
- Require recertification every two years and 20 hours of CE;
- Are developing new exams for launch in 2017; and
- Both exams performed strongly in the 2014 TSBP review
  - There was a 3.5% score difference between the exams.
  - More recently, California did a side-by-side comparison and again both exams performed strongly, the ExCPT slightly better particularly with respect to retail pharmacy.



## More About ExCPT

- ExCPT is recognized by 31 states and the District of Columbia
  - Ten states currently do not have law or regulation addressing certification;
- ExCPT costs nearly 20% less than the PTCE;
- ExCPT has 25% more questions than the PTCE;
- And . . .





# ExCPT Has Always Required Pre-Cert Training

Eligibility Requirements for Certification	ExCPT	PTCE
High school graduate or equivalent	✓ (w/in 30 days of completion)	✓
Accredited or state-recognized training; or	✓	
Employer-based training recognized by the Board of Pharmacy; or	✓	
Training program offered by any branch of the U.S. military; or	✓	
At least 1,200 hours of supervised pharmacy related worked experience.	✓	



# NHA Innovates and Invests in the Profession

Innovative interactive study materials, designed for adult learners

- E.g., practice exams are linked to content and provide immediate explanations of incorrect answers.

Rich data analytics

- Identify for instructors the topics for which additional training is needed by individuals or for the class as a whole.
- Identify for schools weaknesses in curriculum or instructors.

Best-in-class customer support

- NHA receives industry-high customer satisfaction ratings.

Multiple pathways for entry, not barriers.

**NHA believes competition drives innovation,  
quality service and fair pricing.**





# Appendix



Interest in pharm tech education (reflected as “inquiries” in the table below) is declining, while job openings are out-pacing the completion rate of pharm tech education programs.

	Inquiries (prior 12 months)	Inquiry Rate (YOY 2014-2015)	Completions (YOY)	Average Available Job Postings (YOY)
TX Statewide	8,180	-12%	-3%	18%
Austin area	2,528	-28%	-12%	19%
Dallas area	3,393	15%	-8%	26%
Houston area	452	-63%	3%	16%
Northeast	357	1%	45%	15%
Northwest	552	1%	-17%	10%
South	898	30%	13%	2%

# Top Programs by 2014 Completions: Austin-San Antonio

Institution	Accreditor	Sector	Award Level	Cost of Program	2010	2011	2012	2013	2014
Southern Careers Institute-San Antonio		Proprietary	Award of less than 1 academic year	\$16,600	82	81	106	136	127
Kaplan College-San Antonio-San Pedro		Proprietary	Award of at least 1 but less than 2 academic years	\$15,727	0	0	90	62	50
Southern Careers Institute-Austin		Proprietary	Award of less than 1 academic year	\$16,600	40	39	49	32	39
Austin Community College District	ASHP	Public	Award of at least 1 but less than 2 academic years	NA	32	31	35	32	31
Virginia College-Austin	ASHP	Proprietary	Award of at least 1 but less than 2 academic years	\$23,320	19	19	34	13	20
Northwest Vista College	ASHP	Public	Award of less than 1 academic year	NA	32	32	54	41	9
Northwest Vista College	ASHP	Public	Award of at least 1 but less than 2 academic years	NA	0	0	0	0	9
Southwest School of Business and Technical Careers-San Antonio		Proprietary	Award of less than 1 academic year	\$14,610	46	39	27	20	9
Brown Mackie College-San Antonio		Proprietary	Associate's degree	\$34,752	0	0	0	8	8
Sanford-Brown College-San Antonio		Proprietary	Award of at least 1 but less than 2 academic years	NA	0	0	0	0	3
Sanford-Brown College-San Antonio		Proprietary	Award of at least 1 but less than 2 academic years	NA	0	0	0	0	3
National American University-Austin		Proprietary	Associate's degree	NA	0	0	0	1	2
Allied Health Careers		Proprietary	Award of at least 1 but less than 2 academic years		34	30	15	9	0
Coastal Bend College		Public	Associate's degree		0	0	1	0	0
Kaplan College-San Antonio-San Pedro		Proprietary	Award of less than 1 academic year		120	137	0	0	0
Northwest Vista College	ASHP	Public	Associate's degree		0	2	0	0	0
San Antonio College		Public	Award of less than 1 academic year		26	0	0	0	0

} Brown Mackie institutions are closed or closing.

5 additional school closures from 2011-2014

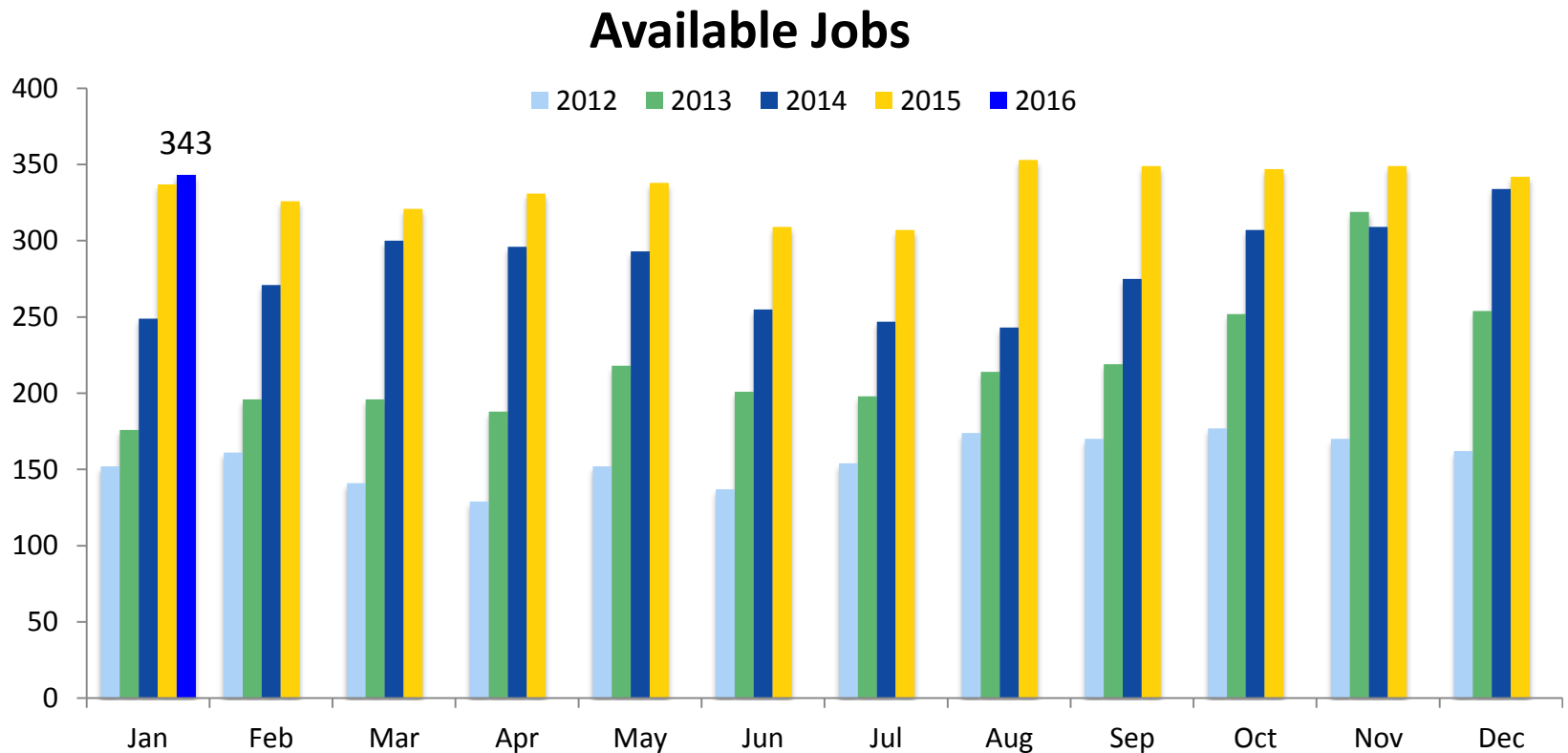
# Top Programs by 2014 Completions: Northwest

*Largest geographic area in the State but the least number of completers.*

Institution	Accreditor	Sector	Award Level	Cost of Program	2010	2011	2012	2013	2014
El Paso Community College	ASHP	Public	Award of less than 1 academic year	NA	17	12	11	6	20
Vernon College	ASHP	Public	Award of at least 1 but less than 2 academic years	NA	10	25	18	12	11
Cisco College	ASHP	Public	Award of at least 1 but less than 2 academic years	NA	14	10	10	7	10
El Paso Community College	ASHP	Public	Associate's degree	NA	12	0	7	7	10
Amarillo College	ASHP	Public	Award of less than 1 academic year	\$4,365	11	18	5	8	9
Milan Institute-Amarillo	ASHP	Proprietary	Award of less than 1 academic year	\$12,650	18	8	20	13	8
International Business College-El Paso		Proprietary	Award of less than 1 academic year		49	69	74	29	0
International Business College-El Paso		Proprietary	Award of at least 1 but less than 2 academic years		67	56	0	0	0
Kaplan College-El Paso		Proprietary	Award of less than 1 academic year		38	0	0	0	0

# Available Job Postings: Austin-San Antonio

On average, there were **19% more jobs** available in 2015 compared to 2014.

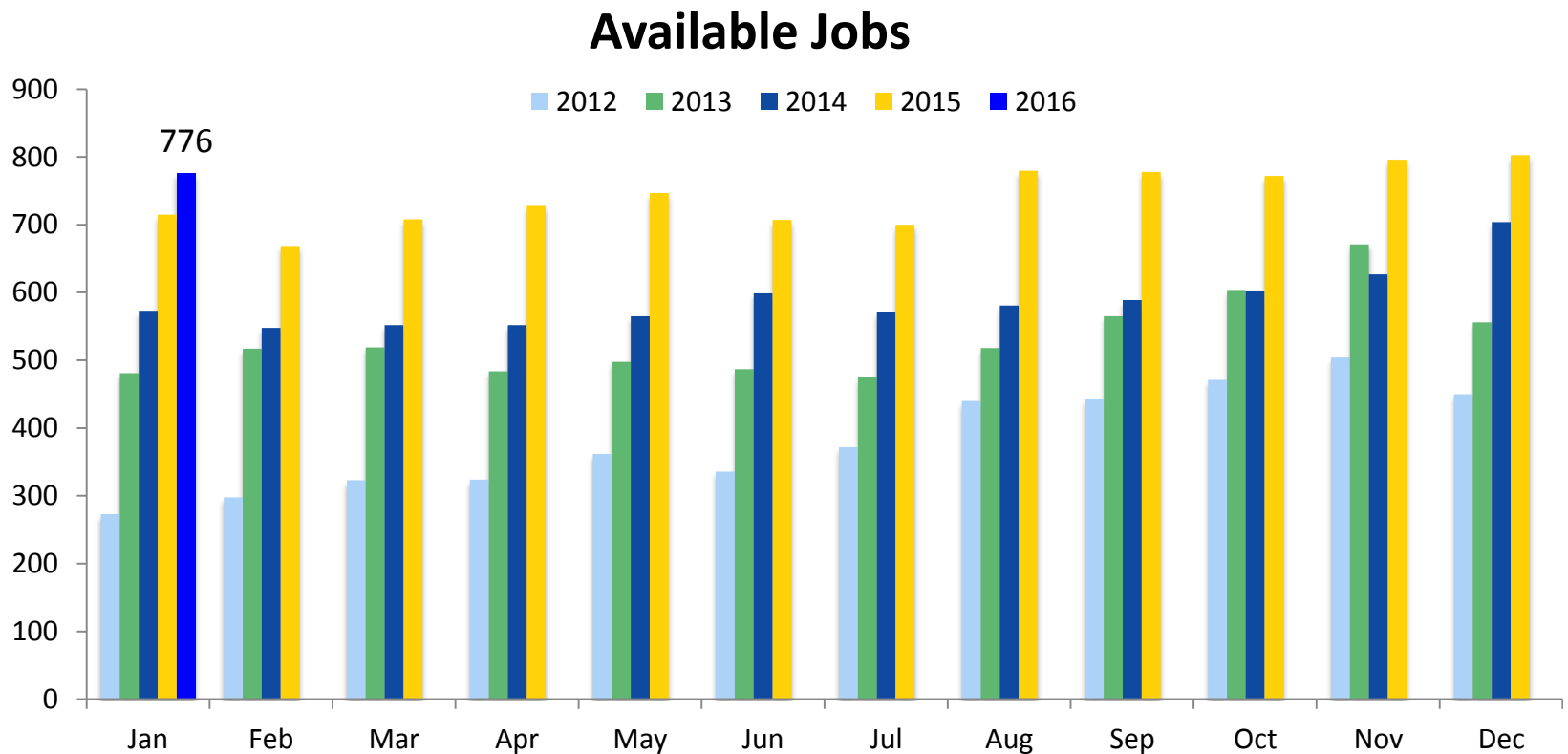


Source: Analysis of WANTED Analytics job postings for Standard Occupational Classification 29-2052 (Pharmacy Technicians).



# Available Job Postings: Dallas-Ft. Worth

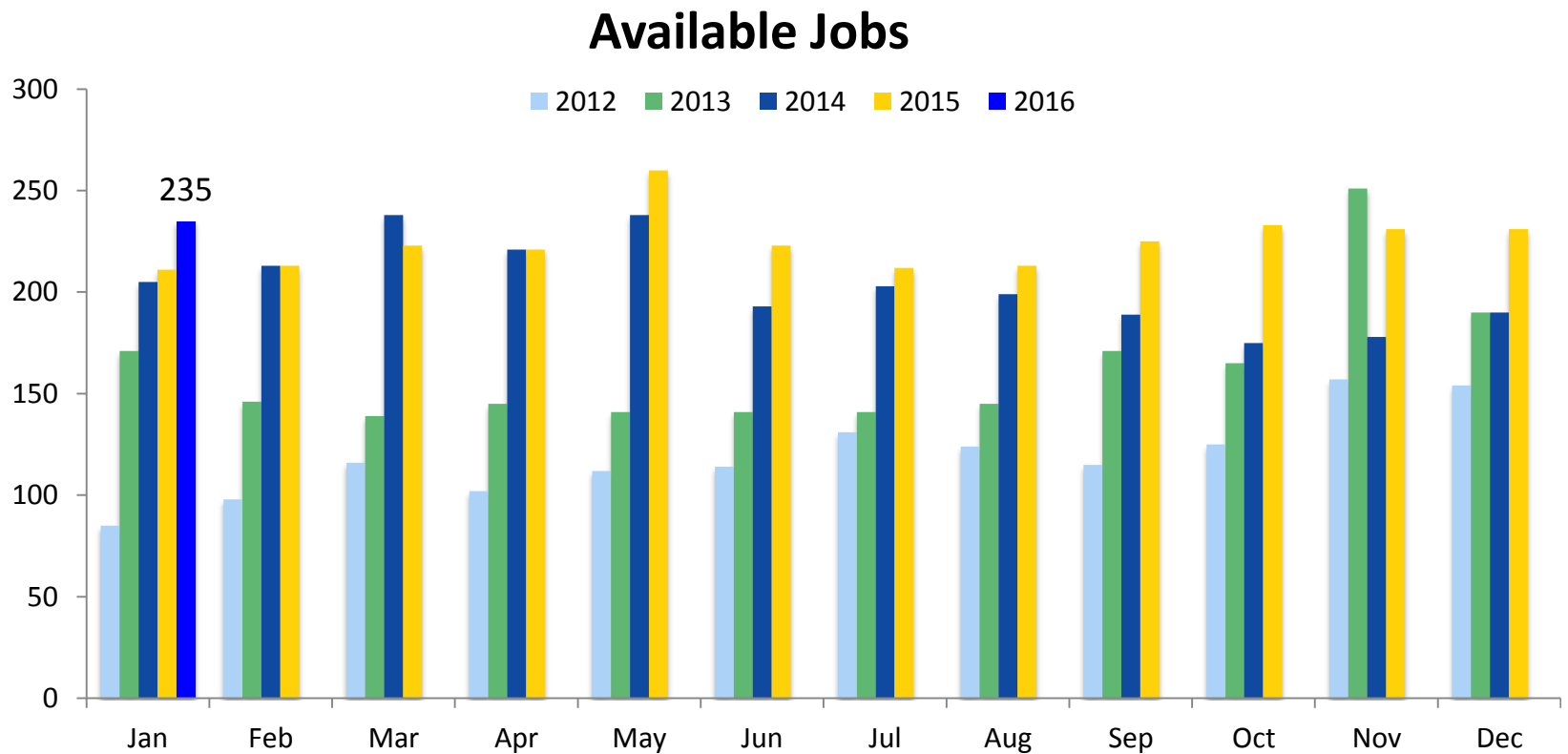
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# Available Job Postings: Northwest

On average, there were 10% more jobs available in 2015 compared to 2014.



Source: Analysis of WANTED Analytics job postings for Standard Occupational Classification 29-2052 (Pharmacy Technicians).

# Relevant Data Sources Used by Gray

- U.S. Department of Education's National Center for Education Statistics, Integrated Postsecondary Education Data System for Classification of Instructional Programs ("IPEDS").
- U.S. Department of Labor, Bureau of Labor Statistics.
- *WANTEDAnalytics*: Specializes in job posting data collection and is the exclusive data provider for The Conference Board's Help-Wanted OnLine Data Series™, the monthly economic indicator of Hiring Demand in the United States.
- GrayReports "Inquiries": Proprietary database of over 40 million inquiries made by potential students searching for educational programs, collected from lead aggregators and vendors to educational institutions.



# Data Sources and Definitions

- Inquiry Volume (Trailing 12-months): A sample of inquiries from Gray Associates' GrayReports database for the past 12-months.
- Inquiry Percent Growth: The year-over-year percentage change in inquiries.
- 2014 Completions: Number of completions from the Integrated Postsecondary Education Data System (IPEDS)
- 2014 Employment: Estimate for the number of people employed from the Bureau of Labor Statistics (BLS)
- Annual Job Opportunities: Estimate of the number of job openings per year, calculated by looking at the number of jobs in 2014 and the projected number of jobs in 2024 as well as replacement jobs
- Job Opportunities Per Graduate (JOG) Ratio: Annual job opportunities divided by the number of 2014 completions
- Employment 10-year CAGR: Compound Annual Growth Rate of employment from 2014 to 2024.
- BLS 10<sup>th</sup> Percentile Wages: 10<sup>th</sup> percentile wage data from BLS
- Number of Institutions: Number of institutions listed in IPEDS



# State Recognition of ExCPT

Certification or training required of all technicians

District of Columbia	Massachusetts	New Mexico	Virginia
Iowa	Maryland	Oregon	Washington
Idaho	Michigan	Rhode Island	West Virginia
Illinois	Mississippi	South Dakota	
Indiana	Montana	Utah	

Certification required for increased ratio, advanced tasks, or other reasons

Alabama	Georgia	Minnesota	New Jersey
Connecticut	Kansas	Nebraska	Ohio
Delaware	Kentucky	Nevada	Tennessee

California: Favorable Board review; awaiting legislative change completion.

New Hampshire: Listed on Board's website.

